When the first edition of The Times Top 100 Graduate Employers was published in 1999, barely a fifth of the population had access to the internet, Tony Blair’s government had just introduced the first student tuition fees — £1,000 a year — and fewer than half the UK’s leading graduate employers paid starting salaries of £20,000 or more.

The original aim of the guide was to help university leavers to understand the increasingly complex graduate job market and identify the country’s most prestigious and sought-after employers.

Seventeen years on, The Times Top 100 Graduate Employers continues to provide an independent annual assessment of the employers that new graduates rate most highly.

The 2016 edition, published today, is based on research with more than 18,000 graduates from the Class of 2016 who left UK universities this summer.

In an outstanding achievement, PwC, the world’s leading accounting and professional services firm, has been voted the UK’s leading graduate employer for the 13th year running.

The firm took over the top spot in the rankings from the Civil Service in 2004.

Aldi’s popular trainee area manager programme remains in second place, while the widely acclaimed Teach First scheme — which has grown to become the UK’s largest individual recruiter of graduates since its launch in 2003 — has moved up to third.

The Civil Service, best known for its respected Fast Stream graduate programme, is in fourth place, its highest ranking since 2010.

But in a surprise move, after rising up the rankings in nine of the previous ten years and reaching No 3 in last year’s Top 100, Google, the internet giant, has slipped back to fifth place.

All the Big Four accounting and professional services firms are ranked within this year’s top ten.

KPMG has moved up for the third consecutive year, taking it to just outside the top 20 employers, while the Boston Consulting Group has jumped sixteen places to 37th, its best ranking so far.

A total of 211 organisations have now appeared in The Times Top 100 Graduate Employers since its inception and more than 40 of these have made it into the rankings every year since 1999.

The most consistent performers have been PwC, KPMG and the Civil Service, which have never been lower than 9th place in the league table.

The NHS has also had a formidable record, appearing in every top ten since 2003, while theinish, Goldman Sachs and EY have all remained within the top 20 throughout the past decade.

Martin Birchall is editor of The Times Top 100 Graduate Employers and Managing Director of High Fliers Research.
### The Times Top 100 Graduate Employers 2016-2017

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<th>Rank 2015</th>
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<td>Goldman Sachs</td>
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<td>26</td>
<td>BP</td>
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<tr>
<td>27</td>
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<td>Microsoft</td>
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<tr>
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<tr>
<td>32</td>
<td>Tesco</td>
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<tr>
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<td>Arup</td>
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<tr>
<td>34</td>
<td>P&amp;G</td>
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<tr>
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<td>Allen &amp; Overy</td>
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<td>Boston Consulting Group</td>
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<td>Varies</td>
<td>Competitive</td>
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<td>Freshfields Bruckhaus Deringer</td>
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<td>£25,000-£32,000</td>
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<td>Frontline</td>
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<td>Competitive</td>
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<td>BAES Systems</td>
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<td>350+</td>
<td>£28,000-£30,000</td>
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<td>Apple</td>
<td>Consumer goods</td>
<td>Varies</td>
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<td>45</td>
<td>Mars</td>
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<td>47</td>
<td>BT</td>
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<td>250</td>
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<td>48</td>
<td>Transport for London</td>
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<tr>
<td>50</td>
<td>Bain &amp; Company</td>
<td>Consulting</td>
<td>Varies</td>
<td>Competitive</td>
</tr>
</tbody>
</table>

### The Times Top 100 Graduate Employers for 2016 has been compiled by High Fliers Research from face-to-face interviews with 18,353 final-year students who left UK universities earlier this year.

Undergraduates taking part in the research were asked the open-ended question: “Which employer do you think offers the best opportunities for graduates?”

Altogether they named more than 1,500 different organisations. The 100 employers with the most nominations from the graduate class of 2016 form the new Top 100 rankings.

The 2016-2017 edition of The Times Graduate Employers is published as a full-colour hard-backed book and provides details of the graduate jobs and work experience available from the country’s leading employers in 2017, their minimum entry requirements and the universities they will be visiting during the 2016-2017 campus recruitment round. It is available now, priced £19.99, from top100graduateemployers.com.
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Recruiters make light of referendum fears

Despite apocalyptic Brexit warnings, it is business as usual for employers so far, writes Greg Hurst

It was known as Project Fear. Opponents of Brexit warned repeatedly that jobs would go, financial markets would slump and recession would beckon if Britain left the European Union. Spending would be cut, taxes would have to rise.

So far at least, things haven’t turned out that way. The economy appears to be growing. There has been no emergency budget, although the Bank of England did move quickly to bring interest rates closer to zero.

The graduate recruitment market, too, appears to have been relatively unaffected to date by the referendum result. The 2016 Top 100 employers have increased their graduate vacancies for 2017 to 22,009, up by 3.2 per cent on this year’s total for the same companies.

This does suggest a levelling off after five years of consistent growth: last year the graduate recruitment market expanded at a rate of 79 per cent. It is positive growth, nonetheless. It did not always look as though the short-term impact of the referendum would be as benign. Louise Bryan, head of colleague and leadership development at Lloyds Banking Group, recalls a meeting with its 400 summer interns, who will be looking for graduate jobs for autumn 2017.

“It was June 27, the Monday after Brexit, and 80 per cent-plus of the Q&A was linked to Brexit and what the impact would be,” she says. “At that time it was too early to say. It is still too early to say what the impact would be in the candidate market, and we have no plans to make changes to our graduate programme.”

“We are considering how we need to recruit, to attract and develop the graduates to be capable for the future. These candidates won’t roll off the programme until 2020, but it’s important that we think ahead to attract young leaders of the future,” Bryan says.

It’s a deal: like the UK economy, graduate recruitment seems to be relatively unaffected by the vote to leave the European Union.

Martin Blackburn, UK people director at KPMG, says: “We typically hire around 1,000 graduates each year and we expect this year’s intake to be broadly in line with this.

Recently we have invested heavily in our graduate recruitment process, introducing Launch Pad, which combines the traditional three stages of first interview, assessment centre and final interview into a single day, to make it easier and more engaging for millennials to apply to us.”

Jenny Taylor, graduate programme manager at IBM, says: “We have seen no impact on graduate recruitment numbers or outlook post the Brexit referendum.”

There may yet be big implications for graduate recruitment when Britain leaves the EU, depending on the negotiated exit terms. For now, however, students can put any anxieties aside.

Greg Hurst is The Times education editor
Top 100 Graduate Employers

Starting package delivers results for supermarket

2nd Aldi
Aldi, the ambitious discount retailer that is currently opening a new store each week in the UK, may be the most obvious choice of the country’s second most popular graduate employer. But the company’s eye-catching rebranding of its police training programme and within 12 years of starting work has resulted in top 4 of Aldi’s stores.

3rd Teach First
Teach First is in its fourth national scheme to recruit high-calibre graduates to teach in schools in some of the country’s most deprived areas. This year, more than 3,000 graduates from many of the UK’s top universities have joined the 12-month, two-year teaching and leadership programmes. Teach First from England are in the Top 100 to the three places at 27th.

Recruitment for the programme’s 2018 intake is already underway with up to 1,750 places available in both single-handed schools and partnerships in different parts of the UK.

4th Civil Service
With more than 700 vacancies on offer in 2017, the Civil Service Fast Stream is one of the largest recruiters in the UK. In 2017 intake is already underway, with 200 places available in both single-handed departments and partnerships in different parts of the UK.

Firm favourite is a perennial winner

1st PwC
PwC, the global accounting and professional services firm, has been named the number one graduate employer for the third consecutive year in The Times Top 100 Graduate Employers in 2018. PwC has recruited more than 15,000 trainees and remains the country’s largest private-sector employer of new graduates.

The firm’s ongoing pledge with university-leavers is heavily in its ambitious annual programmes of more than 900 recruitment events at many of the country’s most prestigious universities. And its commitment to providing open days, host courses and work-experience placements helps students gain a first-hand insight into the firm’s graduate opportunities. PwC is also attracting graduates for its vacancies and is preparing to hire about 1500 trainees for 1,750 UK offices including its London headquarters (noted). Up to half the vacancies are at the firm’s accounting practice; but more than 250 new recruits will join PwC’s consulting, tax, technology and legal businesses.

This year's movers and shakers

There are seven new entries or re-entries in The Times Top 100 Graduate Employers this year. One of the highest entries is by the telecoms company, EE, which has had an emphatic return to the rankings. Included are 53rd place, just ahead of Virgin Media, the 17th and telco company, which makes its Top 100 debut at 76th.

The Royal Air Force and the Government property firm are back in the league table in 79th and 90th places respectively. The Royal Air Force has become the UK’s leading employer of new graduates.

Deloitte is the third of the major accounting and professional services firms to enter the Top 100 this year for its 2017 graduate intake. It is recruiting 1,000 trainees in 2018.

7th Deloitte
Deloitte is the third of the major accounting and professional services firms to enter the Top 100 this year for its 2017 graduate intake. It is recruiting 1,000 trainees in 2018.

The financial services group has grown to 6,000 graduates for its London office in 2017.

10th Accenture
The global consulting and technology company continued its upward trajectory in the rankings for three years running. The company expects to hire about 300 graduates in the London, Manchester, Newcastle and Edinburgh offices.

15th Goldman Sachs
The global banking firm has rocketed up from 14th place in 2018 and graduated until the top 20 graduates of this year’s programme. Goldman Sachs is one of the most sought-after financial institutions for students wanting to work in research and development.

20th Barclays
The British banking and financial services group with 50,000 staff is now the 40th company worldwide. Its operations include retail and corporate banking, wealth management, investment banking and financial markets.

28th Unilever
The global consumer goods group is the country’s leading graduate employer for the 13th consecutive year. The company says graduates are recruited to work on the BBC’s radio and television programmes, work-experience placements helps help students gain a first-hand insight into the firm’s graduate opportunities. Unilever is also attracting graduates for its vacancies and is preparing to hire about 250 trainees for its 100 UK offices.

130,000 staff in more than 40 countries, Unilever makes some of the world’s best-known brands. It continues to be a substantial recruiter for graduates wanting to work in engineering, IT, marketing, sales and purchasing roles.

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Top 100 Graduate Employers

Different paths can lead to the same destination

Last-minute decision engineers a change of direction

Elena Gillies was undecided about a career, but found a graduate development programme that almost suited her needs. Her dilemma had been to something more relevant to everyday life, for example, you can’t go outside without seeing cars on the road. The other job involved being a primary school teacher. Gillies was one of 200 graduates taken on in September last year. This year’s intake was top-up and it also continued to take on students who had been on placements. They all undergo the same induction together. "I’m grateful to have been on a course that interested me, and I started thinking about a job, but no one else was interested in one of my proposed careers: psychology or business studies. Suddenly I decided I wanted to do a psychology course. So, I started thinking about a psychology course and found myself interested in it. I decided to apply to the Welcome Trust and it was a very supportive environment. I was offered a job as a psychology researcher."

Elena Gillies, inset, joined Jaguar Land Rover in January last year. She was looking for a career in psychology, but found a graduate development programme that almost suited her needs. "I admire the work it did. I know its training programmes will be very attractive and diverse. The company I work for now is offering three years of training. I want to continue to work in psychology, but I was interested in a career in science. I decided to apply to the Welcome Trust and I was offered a job as a psychology researcher."

Nikki Clarkson, inset, joined Jaguar Land Rover in January last year. She was looking for a career in psychology, but found a graduate development programme that almost suited her needs. "I admire the work it did. I know its training programmes will be very attractive and diverse. The company I work for now is offering three years of training. I want to continue to work in psychology, but I was interested in a career in science. I decided to apply to the Welcome Trust and I was offered a job as a psychology researcher."

Top 100 Graduate Employers

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Apply yourself to avoid rejection

There are many pitfalls to avoid when chasing your first job, warns James Darley

In almost 20 years in graduate recruitment I have seen, screened, hired and, sadly, rejected thousands of applications. Here are a few tricks of the trade, to avoid silly and costly mistakes.

Application forms
Honesty – employers will check your academic qualifications. If you tell porkies you could find your offer withdrawn. If your first-year results were not as good as you had hoped, include them but explain that you don’t feel they are representative of what you are going to achieve.

Work experience — give a true and accurate reflection of the work you have done. Don’t fill gaps in your CV to make it sound like you’ve done more than you have. Recruiters aren’t looking for a long-winded description of activities; they’re trying to see what you have learnt and how you have developed.

Questions — competency questions ask you to write about a time when you overcame a problem or rose to a challenge, to reflect on these, what the outcome was and what you learnt. Use examples relevant to the workplace, not from your academic studies. Strengths-based questions describe a situation and ask you what you would do about it.

Don’t go over the word limit, and check what you have written. Some employers will strike you out if you have made spelling or grammatical errors, or used “text speak”.

Online testing
There are several categories of tests that employers use regularly, from ability tests such as verbal or numerical reasoning, to personality and psychometric tests. Preparing in advance is key. A university careers service can help you to practise different types of tests and some employers include sample tests on their recruitment websites.

Assessment centres
These can last for a half day, a full day or even an overnight stay and feature exercises, presentations, testing and further interviews. Remember you are being assessed from the second you walk in.

In group exercises, you are thrown into a team of other candidates and set a challenge. Many struggle with this, thinking that they have to be the leader. Instead, do something within the team that helps to get the task done.

But don’t stay silent, or we won’t have any evidence of your strengths and abilities.

Be yourself and try to enjoy it. The best feedback that I receive is from candidates who say they have no idea if they got the job but they enjoyed the day. They often leave with an offer.

James Darley is director of strategic alliances at Teach First

Top 100 Graduate Employers

The definitive guide to Britain’s top graduate employers in 2016-17.

Now in its eighteenth year, The Times Top 100 Graduate Employers is the authoritative, easy-to-use guide to the graduate job market and Britain’s most prestigious graduate employers.

Produced as a hard-backed book, the 2016-2017 edition provides full details of over 20,000 graduate jobs available at the country’s best-known employers in 2017, information on Internships and work placements, plus tips, guidance and advice on successful graduate job hunting.

Copies of the new edition are available free of charge at university careers services (while stocks last), or can be purchased from the Top 100 website, price £15.99.
It’s tougher than you think. Turns out I’m tougher than I thought.

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